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ABSTRACT

This booklet contains 13 one-page vignettes describing the experiences of persons who have successfully completed Job Training Partnership Act (JTPA) programs and gone on to success in various fields or in further education. Many of the persons profiled are members of minority groups, high school dropouts, dislocated workers, disabled persons, and/or women. Each story includes a photo of the individual described and the name of the program attended. The final page of the booklet contains statistics about the services of JTPA programs for its first 6 years (1983-89): training services for economically disadvantaged persons; summer youth employment and training programs; and employment and training assistance for dislocated workers. (KC)

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Portraits of Progress

Job Training Partnership Act

U.S. DEPARTMENT OF EDUCATION

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U.S. Department of Labor
Elizabeth Dole, Secretary

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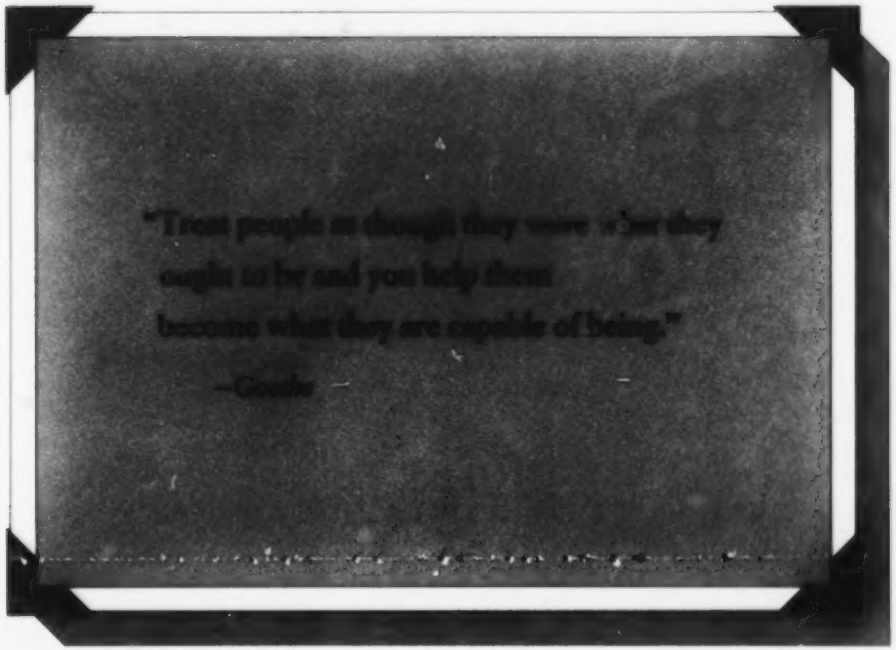
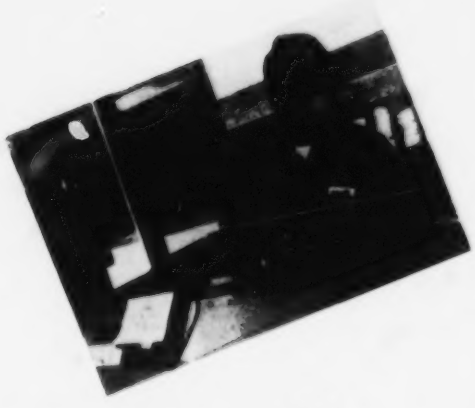
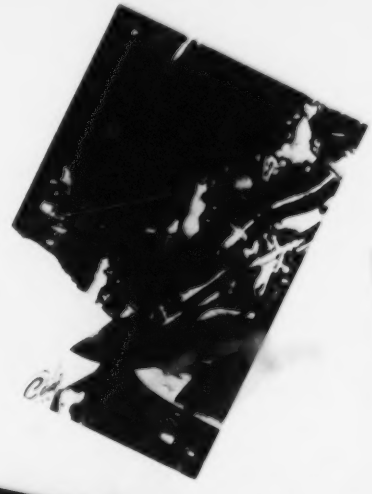
Roberts T. Jones, Assistant Secretary

Portraits of Progress



Job Training Partnership Act





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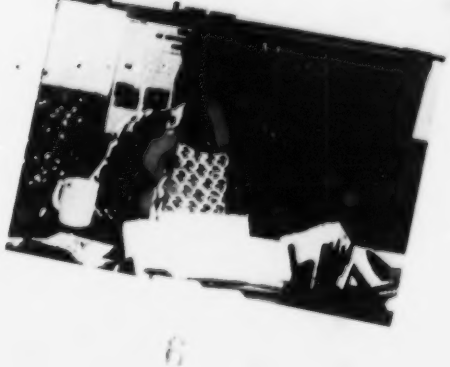


The picture of America at work is a mosaic of people in pursuit of individual dreams. For some Americans, work is a natural part of life. But for others the struggle to achieve is a story of great courage and determination to beat the odds.

Helping those most in need of assistance is a challenge, for people with the greatest needs are frequently the most difficult to reach—those with no skills and few hopes, people with many family responsibilities but few resources, individuals with more barriers than role models for success.

These are the people served by the Job Training Partnership Act (JTPA)—school dropouts, teenage parents, former substance abusers, welfare recipients, homeless individuals, the long-term unemployed, dislocated workers, disabled people—in short those most at risk in society. Since its beginning in 1983, JTPA has reached out to both adults and youth who are least likely to make it on their own. Through JTPA, more than 2.5 million people have been placed in jobs throughout the country.

But the real success of the program is to be measured in human—not statistical—terms. For behind every number is a personal story of barriers overcome and potential achieved. That opportunity is important for the individual as well as the Nation. The U.S. work force is growing at its slowest rate in nearly 40 years. At the same time, the country needs all the human resources available to compete in an increasingly complex marketplace. That means a skilled, prepared work force. There will be plenty of jobs, but only for those who are qualified.

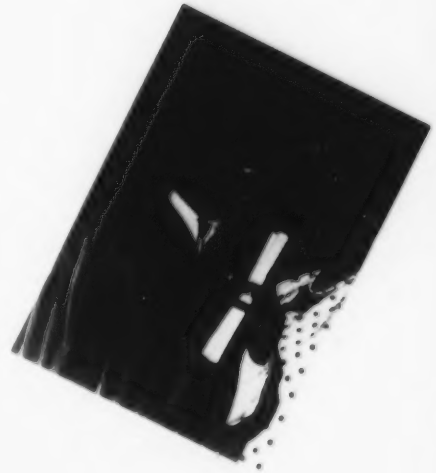
That's where JTPA can help. The program offers a unique opportunity for government, labor, business, industry, community organizations and others to bind together to address local concerns. One of the hallmarks of JTPA's success is a unique public-private partnership that makes sure training programs respond to real needs and people are prepared for jobs that really exist.

Individual training is designed to prepare people for lifelong careers and economic self-sufficiency. Often, those served by JTPA need more than just skills development; they need vocational counseling, remedial education, help with literacy and, sometimes, housing, child care or even medical assistance before they can stand on their own two feet. JTPA can help provide a total support system.

One reason JTPA is successful is its emphasis on results; that means placing people in jobs. Over 60 percent of those who come through the JTPA system are placed in jobs when they leave. And that doesn't include the many young people who go back to school to further their education after completing training.

Despite its successes, JTPA is still evolving. JTPA is constantly striving to find the best ways of reaching people. The program is flexible. Priorities can be shifted to meet changing needs, and resources can be adapted to achieve varying results.

JTPA is working. More importantly, the people served by JTPA are working, too. They are productive members of society. Their experiences speak eloquently of the program's success. Here, then, are a handful of JTPA's stories. They are, indeed, portraits of progress.



Steven Baca

Steven Baca was devastated when his father left home. As a young teenager, he started taking drugs and skipping school. Finally, he was expelled. Hoping to redirect his life, his mother moved the family from New Mexico to Texas. Unfortunately, Steven's life didn't change. He found himself drifting, with no real prospects for a future. "I hit bottom. I needed to straighten out," he said.

That's why he entered Rivercrest, a residential drug treatment center, where he spent six weeks. While at Rivercrest, Steven learned about the Preparing Area Youth for Success (P.A.Y.S.) High School through a San Angelo public school teacher assigned there.

P.A.Y.S. is an alternative school operated under the auspices of the Concho Valley, Texas, JTPA Private Industry Council. It is designed to give young people, like Steven, who have failed in traditional schools a second chance.

When he enrolled in P.A.Y.S. in August 1989, Steven wasn't sure if he could stay off drugs. But his counselors helped him. "P.A.Y.S. looks not at a student's behavior but rather at the causes behind it. It views all students as worthwhile and is not biased by their pasts," one counselor explained. The school environment provided Steven the opportunity and acceptance that he needed in order to make a real change in his life.

Steven faithfully attended the weekly Narcotics Anonymous meetings on the campus and began studies in math, reading, remedial skills and work experience in a self-paced classroom setting developed by the program. Daily group counseling sessions, where students shared their experiences, helped Steven realize that, as another counselor put it, "He wasn't the only one with a drug problem and that no one thought less of him because of his drug history." As for Steven, he says, "I could talk to anyone at P.A.Y.S. about my problems. I love that school."

Five months later, on January 25, 1990, Steven received his high school diploma and an acceptance into the U.S. Navy effective December 1990. He now enjoys a new outlook and determination regarding his future, works full time and has been drug-free for over a year. "P.A.Y.S. gave me my two dreams—to graduate and to go into the Navy. I'm positive now that I can do anything I want to do."

Maria Bowen

Maria Bowen wasn't like most other teenagers. She had a hearing loss. She had poor finger dexterity. And she stood only 3 feet 7 inches tall.

But Maria was determined to make something of her life. While still in high school, she entered a JTPA summer program in Marysville, Ohio, so she could find a good job after graduation.

Her determination to succeed remained strong. During her three summers in the program, JTPA staff placed her in different sites so she could have exposure to various occupations. As she neared high school graduation, Maria entered the JTPA Vocational Exploration Program where she successfully completed the Pre-Employment/ Work Maturity Youth Competency Program.

The program is offered at the Tecumseh Consortium which administers JTPA programs. Classes are offered two days per week for one-half of a semester. Both job skills and counseling are offered in informal settings. Through the joint effort of JTPA, Goodwill and the Bureau of Vocational Rehabilitation, Maria was enrolled in a 32-week Data Entry Training Program sponsored by United Way. "Maria is an exceptionally bright and determined individual," an instructor says. "She's very positive about everything, and she is always interested in how other people are doing."

With prior work experience in the clerical and office administration fields, Maria felt herself naturally leaning toward a career with computers. "I like working with computers and the future is going to bring even more use for them." Maria is now working for BancOhio as a key punch operator and has already received a promotion.

"JTPA gave me good job skills, confidence and the ability to work with others," Maria says in a soft voice. She is living her personal dream of independence in Columbus, Ohio, because of her own commitment and that of JTPA. "My mother never babied me, and I was always treated like everyone else. I'm thankful for that," Maria says.

Maria thought she'd never be able to drive a car. But today, she's 21 and has a driver's license. She helps her visually impaired roommates by driving them to various locations. "I've always strived to live a normal life, and I'm grateful to everyone who has helped make it possible," she says.

James Norris

James Norris should have been a man who was beginning to reap the rewards of his life's work, a life that included military service to his country.

Instead, he was homeless and in need of a job.

A 57-year-old Korean War hero, Jim had fallen on hard times. He had been a high school dropout and had little success in getting and keeping a steady job. He had a drinking problem, and still bore scars from his time as a prisoner of war.

Determined to change his life, Jim checked into a Veterans Administration Domiciliary; the staff there encouraged him to get assistance at the Lake County, Illinois, Private Industry Council (PIC).

James' determination impressed the staff of the PIC, and they placed him in the Job Club Program to polish his job-seeking skills. The next step was on-the-job training, and he was sent on many interviews. The PIC finally interested Abbott Laboratories in James.

A major health care company, Abbott Laboratories is a leading employer in the Chicago area. The company had just expanded and for the first time decided to offer jobs to residents in the unpoverished North Chicago community where it was located. Abbott turned to the PIC for assistance and referrals.

James was hired for one of the first positions. His on-the-job training included a four-week classroom course in a simulated lab and training for a building maintenance operator position requiring the handling of bio-hazardous waste materials. James' supervisor, the manager of Abbott's Manufacturing Unit, is pleased with James' performance.

"He's an upbeat person . . . good to know," the manager said. He also indicated that Abbott would hire other JTPA applicants based on the strength of their experience with James.

James was hired at a starting wage of $8.26 per hour. He has been working nearly a year; has already earned a raise; and has his own apartment.

James is grateful for the "inspiration and encouragement" of his JTPA counselor who told him he "was never too old for the job." "I would tell anyone to go to the PIC. They stuck in. They'll help you."

At the age of 17, Candice Inez Perry was an unwed mother on public assistance with no steady job and no marketable skills.

By the time she was 31, Candice had another child, a heroin habit and nine months in an Allegheny County, Pennsylvania, prison for retail theft.

A visit from a counselor from The Program for Female Offenders, Incorporated, a training program partially funded by JTPA, changed Candice's life.

The Program, a United Way agency, provides counseling, clerical and telecommunications training and other services for female offenders. The Program also tests each participant's level of education and refers them to agencies that offer assistance in obtaining a General Equivalency Diploma. Counselors go to local penal institutions each week to talk with inmates and inform them of The Program's services.

Candice Inez Perry

The counselor who visited Candice worked to convince her that a life of drugs and crime was not her only option. Because of Candice's sincere desire to change, the counselor arranged a House Arrest program with the judge for the last five months of Candice's sentence so that she could enroll in The Program.

Upon her release, Candice came to The Program for counseling twice a week. She then enrolled in a 16-week clerical training program and learned all aspects of office procedures, basic math and English skills, and the opportunity for hands-on training in The Program office. After completing the course, Candice was placed in a 500-hour JTPA-funded Work Experience Program with the Allegheny County Public Defender's Office.

They were very pleased with Candice's work. Eventually, she was hired by The Program as a receptionist/clerk typist. She also serves as a role model for other participants.

"Candice is an inspiration to all participants," says a counselor.

Candice Perry is now 38 years old. She is responsible, hard-working and is beginning to see the rewards of her struggles.

Candice credits The Program with much of her success. "The Program has given me a sense of responsibility and direction in my life. It has also reunited me with my family."

Phil Wilson

When you are 33 years old, have never had a job and have been blind since childhood, it can be hard to find someone who will give you a chance.

But Phil Wilson, who had to rely on Medicare and Supplemental Security Income payments to make ends meet, really wanted to work. He finally got his chance.

Phil signed up for a college course in career exploration and learned how to type. One of his fellow classmates told him about JTPA.

Phil went to the JTPA San Joaquin County Private Industry Council for help. He was referred to a case manager who determined Phil's basic skills and occupational skills needs. The manager was impressed with Phil's strong typing skills and his desire to work with the public.

The JTPA case manager convinced the owner of a Stockton, California, fast food restaurant to talk to Phil. The case manager knew that Carl Jr.'s had a braille menu for blind customers and had in fact hired people with disabilities.

The manager of Carl Jr.'s agreed to an on-the-job training position through JTPA if Phil could use a velcro-covered cash register keyboard.

Phil was on his way. He went to work at Carl Jr.'s as part of the on-the-job training program.

Phil's first experience was at the drive-thru window, where he memorized the register keys. His employer ordered a special braille overlay, a voice simulator and an electronic bill identifier for him. Before long, Phil was a master at using a complex cash register in a busy restaurant.

Phil soon had a permanent job. His boss says, "He's a good employee, reliable, fits in well and has a great rapport with the customers. He makes the fewest mistakes of all my cashiers. I have learned from him as a person."

As for Phil, he says, "The people at the Private Industry Council are wonderful. They stayed on top of things for me. JTPA is an excellent program. I would recommend it to anyone. Just glad I'm working – that's all!"

For Brenda Smith, Project Independence was the beginning of a dream come true.

Brenda and her three children were homeless. She had been on welfare for the past ten years and had tried several job training programs. "None of them worked out," she says. "I was sitting home doing nothing."

Brenda learned about JTPA's Project Independence through an Aid to Families With Dependent Children newsletter. She decided to give the program a try.

Project Independence, in conjunction with the Public Schools and the Department of Social Services in Prince George's County, Maryland, uses a wide variety of services to help people on welfare become employed and economically self-sufficient.

The first step was to help Brenda find a place to live and provide her with child care. Brenda then enrolled in a three-week life skills program to help her plan her career goals, learn to identify personal experiences that affected her career choices and acquaint her with the world of work. Brenda received five months of remedial education and eventually obtained her General Equivalency Diploma. From there, she moved on to a JTPA-funded clerical skills program at Prince George's Community College.

Brenda made excellent progress in her training and, after completing the clerical skills program, was hired immediately at the Washington Navy Yard as a clerk typist with a starting salary of $7.23 per hour. She earned a raise after only six months on the job.

Brenda is on her way up the career ladder now, thanks to her nine-month investment in Project Independence.

"Without Project Independence, I don't know what I would have done," she says. "Project Independence gave me the support and understanding I needed."

And what about her relationship with the JTPA staff? "We came together and came on strong," she says.

Brenda Smith

Victor Flynn

Victor Flynn has dealt with more misfortune in just 19 years than most people experience in a lifetime.

Born in Guatemala, Victor was stricken at an early age with polio and unable to walk. His father was an alcoholic who abandoned Victor, his mother and his three brothers. His mother was later killed during the country's civil war and Victor was placed in an orphanage.

With the help of a priest, Victor and his brothers were adopted by a family in Ohio. Once in the United States, Victor had two barriers to overcome: he could not speak English and he could not walk.

Adjusting to life in his new country was difficult. He dropped out of high school and became involved with drugs. His adoptive parents enrolled him in a drug treatment center, and it was there that he heard about the 70001 Program.

70001 is a JTPA program for high-risk school dropouts. It is designed to help young people prepare for the General Equivalency Diploma (GED) and develop leadership qualities.

70001 also provides pre-employment skills training. Upon entering the program, students are tested and evaluated in terms of their educational attainment. They are then given an Individual Prescription Plan designed to meet the goal of GED attainment and personal success.

Students attend classes on-site Monday through Friday. The program provides transportation for each student and employs a job developer to help them find jobs. There are also National competitions geared to develop a sense of confidence and self-esteem within each student.

Victor won a second-place award in human relations decision-making and pre-employment skills training at the National Youth Employment Training seminar this year.

When his training was complete, Victor obtained a part-time, unsubsidized job as a retail clerk. He also completed his GED and began competing for a scholarship through the Lewis Pope Foundation, which specifically helps school dropouts.

Victor wants to become a teacher.

"I know what it's like when you need someone to help you," he says. "Fear, loneliness and sadness were the only emotions you understood where I was raised.

I have always dreamed of helping others less fortunate than myself. I want to reach out and say, 'I understand. Let me help you.'"

Yolanda Winchester knew the importance of an education and understood the value of work. But her dreams and her reality stood a world apart. As a single, unemployed mother receiving public assistance, she had expected more from life.

Yolanda had pursued skills training in the clerical field but soon realized that she only qualified for low paying jobs and had difficulty making ends meet. As she searched for an alternative career that would offer a better salary and future, Yolanda reflected on the memory of her father who was a talented man. "He could fix anything and loved working with his hands."

This recollection and her own fascination with electronics motivated Yolanda to begin electronics training. However, as an electronics assembler, she felt her opportunities were limited and recognized the need for more training and a chance to use her thinking and problem-solving skills.

In the meantime, Yolanda married and moved to Florida with her husband. She had trouble getting a job because her skills weren't competitive. When financial and marital troubles became unbearable, Yolanda returned to the Bay Area with her young son. She found herself unemployed, without a support network and on public assistance. "I just wanted a job—I didn't want to go on welfare," she says. Just as she was losing hope, a friend referred Yolanda to the Women in Skilled Trades (WIST) program.

The WIST program, a collaborative effort between the JTPA Oakland Private Industry Council and the Peralta Community College District, is designed to prepare women for work in both the skilled and blue-collar trades. Training includes classroom and hands-on instruction in plumbing, electricity, industrial maintenance, welding, math and weight training. "It was a wonderful program. It couldn't have come at a better time in my life. I knew what I wanted to do; I just needed the support that the program gave me."

Yolanda was a natural for the WIST training. A counselor explained, "Yolanda was one of the top students in the class. She's very serious and has a lot of direction." As for Yolanda, she says, "It's all about someone showing you; it's easier to learn with hands-on training and that's why WIST was so good. The instructors wanted to help us; they made it easy to learn."

The training Yolanda received through JTPA gave her a clear advantage. It not only allowed her to develop her talents but also helped her to land a job as an airline mechanic with a major airline. For Yolanda and other women like her, the WIST program means a future full of opportunities in the world of work.

Yolanda Winchester

For years Bill Jackson was able to hide his reading problem. At one point he had a good job supervising seven mechanics in a car rental chain. But then Bill's life fell apart. His employer's chain of stores was sold, and Bill was unable to find another job. By the time Bill was 33, he was unemployed and had three children to support. Eventually, he was forced to go on welfare.

He enrolled in Washington State's welfare program, the Family Independence Program, and was referred by his counselor to the JTPA Private Industry Council (PIC) in Tacoma, Washington, for job training.

The PIC conducted an initial assessment and steered Bill toward a JTPA-funded machinist course at Green River Community College. The two-year program provides hands-on training in an actual machine shop. Even there, Bill was able to hide his learning disability, afraid that if anyone knew he would be eliminated from the program.

But a counselor at the school detected Bill's literacy problem and found extra reading help for him in addition to his vocational training. During the school year, Bill attended both reading and machinist classes, and over the summer he continued getting extra help with his reading.

By the time Bill completed the program, he had learned new skills and brought his reading up from a third-grade to an eighth-grade level. The PIC continued working with Bill, too, referring him to several jobs until an employer was found who would help him develop his potential. The company turned out to be Boeing, and Bill has been working there as a machinist for about a year. With the assistance of Boeing, he is also taking courses in blueprint reading.

Bill credits much of his success to his counselors, instructors, wife and the job training program. "It got my family off welfare and gave me the opportunity to get ahead by working with my reading problem," he says. In fact, he claims, it "saved my life."

Since completing his JTPA training, Bill has made public service announcements for the PIC and keeps his literacy skills sharp by reading to his children.

Bill Jackson

Sheila Stern

With no job, few skills and little education, Sheila Stern had a hard time supporting herself and her young daughter. A 35-year-old single parent and high school dropout, Sheila was receiving Aid to Families with Dependent Children. "I didn't have the money to keep a roof over our heads," she says.

That was 1987. Sheila turned to the JTPA Metro Southwest Training Center in Marlboro, Massachusetts. The Skills Center assessed Sheila's potential and enrolled her in a General Equivalency Diploma (GED) program. She quickly earned her GED. The Center then placed Sheila in its comprehensive 26-week clerical training program which provides instruction in business English, grammar, word processing, automated accounting and overall office skills.

Equally important, they also provided emotional support for Sheila through stress counseling and support groups. "It was all uphill once I came to the Center," Sheila says. "I went from complete devastation to a new life."

Sheila graduated with high honors from the clerical training program. The Center helped her prepare for a job search with such skills as interviewing techniques and in 1988 placed Sheila in a well-paying secretarial position with the Cambridge Contracts Corporation.

Sheila was promoted shortly thereafter. Armed with new skills and self-confidence, she soon moved on to become a buyer and junior planner for the Hycomp Company of Marlboro. She is still employed there today and making over $20,000 a year.

Sheila's story doesn't end there. She is still pursuing her education, taking an evening paralegal course at a local university. She frequently returns to the Metro Southwest Training Center to talk to other participants about her experience. Recently, Sheila received the Outstanding JTPA Participant award from the New England Training and Employment Council and the National Alliance of Business.

Sheila has plenty to say about her experience. "JTPA expects you to learn. The teachers are tough, and they expect a lot. Everything they taught me I've had to use on the job. I often say to myself, 'Thank God, they taught me this!' The program is just wonderful."

The impact extended beyond Sheila. Each evening she and her 13-year-old daughter did their homework together. As Sheila progressed, her daughter's grades improved too, and she was named "Member of the Year" by her Girl's Club. JTPA became a part of the family.

Purtilla Bryant

A broken home. A mother who abused alcohol and drugs. Low self confidence. Few marketable skills. These aren't usually stepping stones to a Rose Garden speech before the President of the United States and the Secretary of Labor.

But for one young woman it's the stuff of which dreams are made. Purtilla Bryant was born in Washington, D.C., but raised in North Carolina. She never knew her father, and her mother was unable to care for her. A great aunt brought her back to Washington to live. But Purtilla returned to North Carolina when she was 16 to complete high school and reunite with her mother.

Things did not work out as Purtilla had planned. Despite her high school degree, she had no marketable skills and could only find low-paying jobs. Her reunion with her mother proved no more successful than her job search. In November 1987, Purtilla returned to Washington. Through the help of the Job Service, she found the Opportunities Industrialization Center (OIC), a community-based training program with funding from JTPA.

At OIC, Purtilla received secretarial and computer training, including courses in business English, vocabulary building and word processing. She also received remedial help in English and math, increasing her performance in both by more than two grade levels. And ongoing counseling helped her with personal issues. According to Purtilla, the guidance "helped raise my sights and improve my self image."

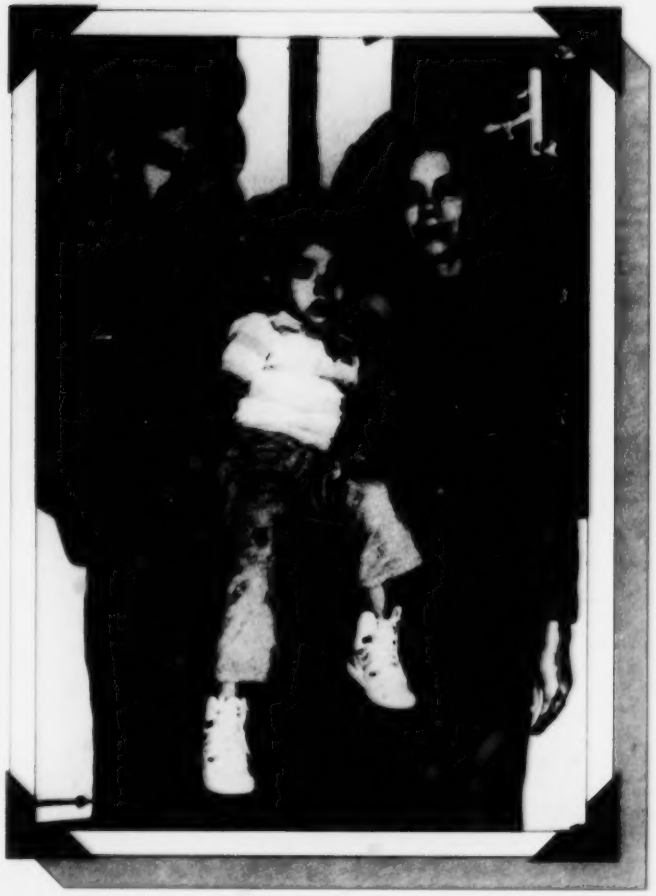
At the same time Purtilla held a part-time evening job at the Vietnam Veterans of America, which OIC helped her obtain. After a year of training, she had made remarkable progress. She had a full-time job, a scholarship to study computer technology at the University of the District of Columbia and a new lease on life.

Today she works for the Department of Labor's Employment and Training Administration. She continues pursuing a college degree in Computer Information and Systems Science. Eventually she hopes to earn a Masters Degree.

In the meantime, her poise and self-confidence brought her to the attention of Secretary of Labor Elizabeth Dole. In July 1989, Purtilla was selected to speak at a JTPA ceremony at the White House with President George Bush.

"The White House Ceremony was a feeling that can't be expressed in words or in writing," Purtilla says. "But what I can say is that I was very proud of myself standing in front of the President of the United States and the wonderful Secretary of Labor sharing my past experiences before entering JTPA."

Purtilla says the program taught her to be the best she could be. "That's what I am striving for," she says with a broad smile.



Rene Alvarado and Rochelle Albert

How does a pair of teenage, high school dropouts create a life for themselves and at the same time provide for their newborn child? Rene Alvarado and Rochelle Albert found the answer through a JTPA program called Career Path Services.

When Rene and Rochelle moved from their hometown of Moses Lake, Washington, to Spokane, they left behind the lives of farm workers and low skilled, low paying jobs.

In the summer of 1988 Rene and Rochelle arrived in Spokane without jobs, a home, or even the skills required to support themselves and their son. Soon they were receiving public assistance. But they wanted more. Rene and Rochelle turned to the Career Path Services program for help.

Career Path Services provides job training, educational and job placement services. Rochelle entered the program first because she had less course work to complete to finish her high school education. After initial assessment Rochelle was placed in the Remedial Education Program so that she could pursue her General Equivalency Diploma (GED). At the same time she also participated in the Work Experience Program with the Boy Scouts of America.

Rochelle completed her GED and was hired permanently by the Boy Scouts as a receptionist. She since has been promoted to finance secretary and continues to learn new skills.

In the meantime, as Rochelle began working, Rene entered the Career Path Services program. He was assessed and also placed in the Remedial Education Program. But Rene's counselor knew he needed more than a GED; he also needed a job to help support his family. The counselor arranged for Rene to enter other JTPA-sponsored programs in which he could gain experience as well as a paycheck.

A training assignment with the Nott-Atwater manufacturing company led to a permanent position. Soon Rene was promoted to press operator and then to the shipping and receiving department where he received three bonuses for exceeding production goals. All the while, Rene continues working on his GED and eventually hopes to pursue a college degree in social work.

Through it all, the family stayed together. Both Rene and Rochelle continue to work and provide for their son, Rene Joseph. They have purchased a house along with a new car. Rene credits Career Path for much of their success. "Career Path Services has helped us get started in a new city." And Rochelle concurs, "Career Path Services is a great program and a good alternative for dropouts."

Rene says that someday he would like to work at Career Path Services or a similar agency, so he can help other young people get a new start.

Jorge Gonzales

As the son of a Puerto Rican farm worker, Jorge Gonzales learned early the harsh realities of life. One of 10 children, Jorge was 15 years old when his family moved to the United States in 1985. "It was rough living in Puerto Rico, but I do miss my home. I didn't really want to come to America, but I know now it was a good idea because of the opportunities in this country," he says.

Jorge entered high school but dropped out a year later to search for a job. With only a tenth-grade education and no job skills, Jorge soon realized he needed to finish high school in order to survive in this new country. "It was difficult to adjust to life in America," he says. He enrolled in the New England Farm Worker's Council (NEFWC) General Equivalency Diploma (GED) Preparation Program to complete his high school education.

NEFWC is a diverse human services agency that works with many disadvantaged groups including seasonal farm workers, welfare mothers, food stamp recipients, refugees and recent immigrants. The GED Preparation Program assesses students to determine their educational attainment and then places them in the appropriate class level.

Jorge successfully completed his course work and obtained his GED. His counselors, impressed with his academic abilities, encouraged Jorge to attend college. "They were always telling me that I had the potential and I should go to college," he says. But Jorge had plans to enter the work force right away.

After working as an airport maintenance worker for several months, Jorge contacted the NEFWC. "They made me realize that I needed a good education to go ahead and to keep ahead," Jorge says. They assisted Jorge with his admission paperwork and referred him to the financial aid authorities, which ultimately led to a partial scholarship at the University of Massachusetts.

As a full time student with a 3.0 grade point average, Jorge has completed his first year of college and is working toward a degree in engineering. Jorge says the program "showed me that I did have the potential." Now he wants to help other young people by showing them the options that are available to them. He recently planned a two-week visit to Puerto Rico to help train English-speaking seminarians for their work with Hispanics.

JTPA at a glance

JTPA represents a unique public-private partnership involving the federal government, the states and local communities. The program is designed to break the cycle of joblessness and dependency by moving economically disadvantaged individuals into permanent, self-sustaining employment.

JTPA began operating in October 1983. It was one of the first federal programs to set strict performance standards to measure accountability. The emphasis is on placing people in jobs that last and careers that grow.

Since the program began, more than 10 million individuals have been served by JTPA programs. Over 3 million people have been placed in permanent, unsubsidized jobs, and many more have gone back to school or on to further training. In addition, over 4 million young people have had summer job opportunities. By all accounts, JTPA is the country's most successful job training program to date.

Overseen by the U.S. Labor Department's Employment and Training Administration, JTPA calls on the resources and energies of all sectors in providing training and employment services. Governors have approval authority over locally developed plans and are responsible for monitoring program compliance. State and local governments have primary responsibility for the management and administration of JTPA programs.

More than 630 Private Industry Councils (PICs) across the country bring business and industry into the mainstream of job training program management and design. Of the 10,000 or more PIC members nationwide, over half represent the business community. Other members come from labor, community-based organizations, educational institutions, human service agencies and local governments. Together, PIC members advise on local labor market trends and training needs.

In addition to serving economically disadvantaged youth and adults, JTPA encompasses the Economic Dislocation and Worker Adjustment Assistance Act to assist dislocated workers; federal programs for Native Americans, migrant and seasonal farm workers and veterans; the Job Corps; and numerous other programs and activities.

JTPA: the First Six Years — October 1983 through June 1989

Training Services for Economically Disadvantaged Individuals	
Number of Participants	5,827,178
Number of Adults and Youth Placed in Jobs	2,600,124
Percent of Terminees Placed in Jobs	61%
Percent Females Served	52%
Percent Minorities Served	49%
Blacks Served	32%
Hispanics Served	14%
Others Served	3%
Summer Youth Employment and Training Program	
Number of Participants	4,158,590
Percent Females Served	49%
Percent Minorities Served	68%
Blacks Served	42%
Hispanics Served	22%
Others Served	4%
Employment and Training Assistance for Dislocated Workers	
Number of Participants	1,094,536
Number Placed in Jobs	490,527
Percent of Terminees Placed in Jobs	69%
Percent Females Served	37%
Percent Minorities Served	29%
Blacks Served	18%
Hispanics Served	8%
Others Served	3%

U.S. Department of Labor